

DDA 76-2869

MEMORANDUM FOR: Director of Central Intelligence

FROM : John F. Blake  
Deputy Director for Administration

SUBJECT : Use of Professional Aptitude Tests and  
Review of Applicant Folders

REFERENCE : Memorandum to DCI from Chairman, EEO  
Advisory Panel, Subject: Same as Above,  
Dated 17 December 1976

1. The EEO Advisory Panel requested that action be taken to "develop guidelines at the component level for the use of psychological testing in hiring, placement and career development of CIA employees."

2. Both the Offices of Personnel and Medical Services are deeply involved in the use of the Professional Aptitude Test Battery (PAT B) to enhance the decision-making process regarding the hire and placement of personnel. As can be expected, there are some differences between the Offices as to how PAT B can best be handled and administered.

3. Rather than responding to the EEO Advisory Panel in a piecemeal fashion, I prefer to have the Directors of Personnel and Medical Services iron out the issues and submit a Directorate or Agency response.

4. May I suggest that you sign the attached memorandum to the EEO Advisory Panel on this subject.

John F. Blake

Attachment

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